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March 14, 1951

MEMORANDUM TO: Dr. John Tietjen

SUBJECT: Methods of Measuring Emotional Stability

Since our recent conversation, I have made extensive inquiries into the methods used for determining emotional stability. As numerous researches were made towards the determination of this subject during World War II and no satisfactory method of determination was made. As far as I can determine, at the present time there is no generally accepted method which may be employed for this purpose. There has been no validation of any of the tests employed.

For the purpose of assisting in the determination of emotional stability of prospective employees in your organization, we, therefore, have no precedent. I would, therefore, suggest the following:

- A. I will continue to look into the methods previously employed in the hope of finding one suitable and practical for employment by us.
- B. That we set up an experimental battery of standard tests for the purpose of evaluating their usefulness in the selection of personnel from the standpoint of their emotional stability, and run a series of at least one-hundred such tests. For this purpose, I would suggest (1) Cornell Index, Form N, (2) Heston Personal Adjustment Inventory, (3) Minnesota Personality Scale and (4) Personality Inventory.
- C. That there should be a personal psychiatric interview on each of these individuals for the purpose of comparing results of this interview with the results of the psychological examinations.
- D. That the same psychological tests be given to one-hundred employees who have established their ability to do a good job.
- E. If possible, to give psychiatric interviews to these employees who have established emotional stability.

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Since the combined efforts of all agencies have failed to produce a satisfactory method of establishing emotional stability, such an experiment as that outlined above would be of value only in determining the most useful method, immediately available to us for screening employees, while we continue to investigate more satisfactory and objective methods.

I believe that it would be better, instead of having the results of the psychological tests available to the psychiatrist at the time of his examination, that he make his examination independently and then his opinion be compared to the test results. In this way, we would have available a comparison of the value of the psychiatrist's opinion as compared to the test results.

If this plan were to be adopted, I believe that the following preliminary preparation would be useful:

- A. To tag at least ten patients to determine the rate at which they pass through the clinic and the length of time they spend in each office. This would be of value to us in determining where the psychiatrist may best make his examination and where, in the examination, the test may be given.
- B. Assign some individual to the project so that he can be instructed in advance in the method of scoring tests and classifying material.
- C. The test materials are available through the Psychological Corporation of America. A copy of their catalogue is attached hereto which includes instructions in ordering and the description and price of each test. It should be noted that on the Minnesota Personality Scale there are separate forms for men and women.
- D. Not included above but possibly useful in determination of homosexuality, is the Attitude Interest Analysis Test. This would add almost an hour to the examination but, at least in this experimental battery it might have a value.

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